

# Research on the Employment Quality and Career Development of Graduates from Vocational Colleges

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## Abstract

In recent years, vocational education has become a hot topic in recent years, along with the fast rise in number of college graduates in our country, the phenomenon of rising employment, the employment problem is mainly the employment pressure, low wages, large job-hopping phenomenon, more concentrated in the big cities, etc., this paper analyzes the quality of higher vocational college graduates employment and career development education, and puts forward some countermeasures: establishing vocational college career development education new mode.

## Keywords

Higher vocational colleges; Employment quality; Career development; Research.

## 1. Analysis Report on Employment Quality

In accordance with the overall requirements of document No. 25[2013] of the Ministry of Education and the teaching department, and taking the Dalian Ocean University as an example, the annual report on the employment quality of the 2015 graduates of the Dalian Ocean University has been compiled. This report gives a detailed analysis of the factors that affect the employment quality, such as graduates, employers, employment ability, employment mode, employment region, employment satisfaction, etc. , and Graduates'feedback on college education and career development.

### 1.1. Countermeasures for Improving the Employment Quality of Graduates in Our College

#### 1.1.1. Improve the Work Mechanism for Employment

The college has set up department; two-level Work Leading Group, the employment work;first-in-command; project. The Secretary of the Party Committee and the President of the college are the first responsible persons for the employment of graduates, taking the lead and taking overall responsibility; the deputy secretary and the vice-president, who are in charge of student work, are the second responsible persons and take full responsibility. The college has issued a series of employment management regulations, the employment work performance as an important indicator of the performance evaluation of department heads. At the annual Employment Work Conference for graduates, the first-in-command of the Party and government of the college and the heads of the Party and government of all departments respectively signed a statement of objective and responsibility for employment work, clarifying work responsibilities, and implementing them at every level, set up Full Participation, full guidance, full help employment mechanism.

#### 1.1.2. School-enterprise Cooperation, Order Form Training

In the development of the job market, the college has always adhered to the principle of serving the regional economy. The institute sends the Special Person To go deep into each enterprise and institution, promotes the development of the province inside and outside the employment market steadily. At present, the college has formed a large-scale job fair and various

professional small-scale characteristics of the job fair model, the annual attendance of more than 130 employers. All majors also strive to integrate resources, give full play to their own advantages, actively carry out special job fairs to provide graduates with a platform for job-seeking and employment.

Our College has set up a Graduate Employment Market Development Group led by the leadership of the college, and used the vacation to go to many regions in the province and some areas outside the province to visit the employing units and the enterprises of alumni to carry out employment market investigation, to promote graduates. College to make full use of factories, enterprises and other resources to actively promote the realization of teaching, learning, employment integration.

### **1.1.3. Employment Practices**

Employment practice is an important link in the training of applied talents, an important means to realize the coordinated development of knowledge, ability and quality of high-quality vocational skilled talents, and also a key project of employment practice in our college. The college has established good employment and internship relationships with many employers, such as Dalian Yuanzhou Hotel, Wafangdian metallurgical bearing, Wafangdian Jinfeng bearing, Wafangdian Guangyang bearing, Dalian Alps Electronics Co., Ltd., Dalian skf bearing, pullman hotel, Ginza, Panjin. Through the winter and summer vacation, the relevant departments and professional teachers were selected to lead the students into enterprises to carry out investigation and research, employment practice, post-exercise and other forms of employment guidance practice.

### **1.1.4. Career Development Education, Services**

Centering on the development of Vocational Development Education and Guidance System, our college has formed a stable contingent of 11 people who are engaged in the teaching tasks and consulting work of Vocational Development Education. The construction of professional teachers team provides a solid foundation and favorable support for the development of professional development education. At present, the college offers 2 employment-related courses.

In response to the need for individualized counseling among graduates, the college has strengthened its input in career development counseling and encouraged counselors to set up employment counseling workshops and conduct one-to-one; one-to-many; job-hunting counseling. Absorb teachers from different positions, different professional teachers, career coaches from different enterprise backgrounds into the career counseling team. In the career counseling work, the integration of resources, prominent characteristics, and strive to provide professional, full, timely and personalized career counseling service for students and graduates.

### **1.1.5. Promoting Education of Innovation and Entrepreneurship and Education of Independent Entrepreneurship**

The college links innovation, Entrepreneurship Education and independent entrepreneurship education to professional teaching and personnel training system, establishes and perfects the entrepreneurship education system, and attaches importance to the practical ability and independent thinking characteristics of entrepreneurship education, many Times organize students to participate in various entrepreneurial contests, realistic simulation entrepreneurial activities, to increase the entrepreneurial awareness of students, carry forward the spirit of entrepreneurship, training and training students entrepreneurial ability. College invited Wafangdian Business Incubator experts, and opened the campus business consulting room in the graduation season, to provide graduates and students with business guidance, business consulting, sand table lectures, project landing simulation and other services.

#### **1.1.6. Employment Support and Recommendation**

The college gives priority attention and support to graduates who have difficulties in the employment process, and takes various measures to help them find employment smoothly. First, we should do a good job in tracking the employment of graduates who have not fulfilled their graduation orientation, so as to keep abreast of the employment trends of graduates and provide timely assistance to the difficulties they encounter. Second, we should expand various channels and take various measures, to provide employment and internship opportunities for students with difficulties; third, to actively help those majors whose employment situation has not been satisfactory in recent years, and to carry out key assistance such as job recommendation; fourth, to continue to do a good job in the hand-in-hand; activity, to provide employment service, career planning and other forms of employment assistance for students with family financial difficulties and employment perplexity, from employment policy, interview skills, employment psychology and other aspects. In addition, we also provide comprehensive employment assistance to these students who are facing difficulties in finding jobs through various forms such as seminars, group training and face-to-face interviews. Fifth, we do a good job in providing psychological guidance and support for students who are frustrated in finding jobs, the United Psychological Counseling Center Professional Teachers, first-line full-time counselors to help these students.

#### **1.1.7. Deepening the Cooperation Between Schools and Localities to Serve the Grass Roots**

The college has always regarded grass-roots employment as an important strategy for sending talents to various places. It is guiding graduates to change their traditional view of employment and encouraging them to serve at the grass-roots level and in remote areas, return to the source or to the country of talent badly needed industries, regional employment, take root at the grass-roots level, display talent.

#### **1.1.8. Recruitment Information Release and Platform Construction**

College through the website, wechat platform, poster display and other ways for graduates to release recruitment information, build a platform for employment. As of December 31, 2015, more than 430 pieces of employment information have been released, providing more than 1,700 effective jobs.

#### **1.1.9. Strengthening Campus Recruitment Activities**

Our College held more than 40 campus lectures, large-scale Campus Double Election Meeting 1 (more than 130 employers). All the specialties in our hospital have combined their own characteristics to contact the employing units, respectively organized a small-scale special job fair, the effect is remarkable.

To improve the employment quality of vocational school graduates, we must mobilize various forces, take employment as the orientation, deepen the reform of vocational development education and teaching, increase vocational development education, and increase the number of full-time teachers, we should develop the quantity and quality of the employing units, improve the quality of the recruiting enterprises and the quality of the posts, and take a long-term view of the vocational education. Only in this way can we gradually establish a long-term mechanism of training skilled personnel, so as to improve the quality of employment of vocational school graduates.

## **2. Research Report on the Theory of Career Development**

At present, vocational school graduates employment rate is high, but the quality of work and job stability is not optimistic. It is of great significance to set up a correct concept of employment,

seek a proper position of occupation and explore an effective teaching method of career development in order to improve the quality of personnel training and employment. Vocational colleges are hotbeds for cultivating practical and skilled talents. The development of Vocational Development Education is an effective way to improve vocational college students; comprehensive quality, Employment Competitiveness, employment quality and widen employment channels. How to correctly understand the vocational development education, enable the vocational school graduates to set up the correct employment concept, carry on the objective self-evaluation and the localization, set the short-term and the long-term vocational development plan goal, it is of great significance to the training of practical talents in vocational colleges.

## **2.1. An Analysis of the Current Employment Situation of the Graduates From Vocational Colleges**

### **2.1.1. Positive Factor Analysis**

- (1) the post requirements are not high.
- (2) strong hands-on ability.
- (3) have a strong resistance to stress.

### **2.1.2. Negative Factor Analysis**

- (1) is easy to be ignored by enterprises.
- (2) lack of endurance.
- (3) lack of self-discipline.

## **2.2. The Main Problems of Vocational College Students Career Development**

1. Lack of systematic career planning.
2. Blind pursuit of high-paying jobs, targeting is not strong.
3. Traditional concept of employment and its vague employment objective.
4. Employment Crowd Psychology.
5. Frequent job-hopping.
6. There are some misunderstandings in career development planning.

## **2.3. Some Thoughts on Solving the Employment Problem of the Graduates from Vocational Colleges**

### **2.3.1. Students**

With the development of national economy and society as a whole, the demand for skilled talents in vocational colleges has also tended to be diversified, posing new challenges to the comprehensive quality of graduates, vocational school graduates are not only required to master basic professional skills and professional knowledge, but also to their level of ethics and etiquette, horizontal domain knowledge storage and personal overall quality; Not only have a sense of responsibility for the work, professionalism, but also have a sense of competition, conscientious, not afraid of hard work, team spirit. A Vocational College graduate who has just started to work, should set up the idea of honesty, courtesy, practical work and obedience, and pay attention to the combination of knowledge and practice. Also want to improve their comprehensive ability and comprehensive quality, increase their work competitiveness, for their future career development to open up more channels.

### **2.3.2. College**

- (1) professional education

Must Take the enterprise employment demand as the guidance, carries on; the order form; the specialized education and the raise. In time, the professional knowledge of the employer; work

needs to be taught to the students, so that the students can achieve;seamless connection; in the process of going to work, and better and faster to meet the work needs of enterprises, this is the way and demand of training applied skill talents. Do a good job of employment follow-up survey and feedback work, first-time understanding of the feedback needs of enterprises to students, and integrate this need into the teaching work, with the standards of enterprises to require students, with the corporate culture to shape students, management of students with the enterprise system, so that students gradually adapt to the working life of enterprises during the school, in the employment of graduates can achieve barrier-free integration into enterprises.

#### (2) co-operation between enterprises and schools

Vocational colleges should establish various relations with the employing units. They can communicate and cooperate with the employing units through various ways, such as experts visiting the enterprises, technicians entering the schools and teaching, and students entering and practicing, etc. .

#### (3) entrepreneurship education

We should encourage students of vocational colleges to start their own businesses rationally. Through the teaching methods such as telling actual cases and sand table demonstration, the entrepreneurial consciousness is initially set up and suitable entrepreneurial projects are sought. Combined with Vocational Development Education, help students to self-awareness, self-positioning, looking for employment and entrepreneurship interest projects, to increase students self-confidence in entrepreneurship.

### 2.3.3. Social Aspects

Influenced by traditional ideas, high-quality talents are easily accepted by the society. Compared with 985 and 211 colleges, vocational college students are in a low-end inferior position. Combined with the exclusion and disapprobation of most enterprises to vocational college graduates, Vocational College students have an inferiority complex to the real employment environment, they dare not to compete for some high-end positions. Today, with increasing emphasis on vocational education, we are vigorously promoting the importance of skilled professionals, enhancing the employment competitiveness and self-confidence of vocational school graduates, and breaking the traditional concept of employment, training Vocational School Graduates Employment Business Model, encourage more vocational school students grow up to become talents.

## 2.4. Suggestions on Improving Employment Quality and Strengthening Vocational Development Education for Vocational College Students

1. Correct Establishment of employment concept and objective.
2. To carry out various forms of competition to promote learning.
3. Strengthen the psychological guidance of students.
4. Constructing a complete and systematic curriculum system of career planning to improve the employment quality of students.
5. Strengthening the construction of teaching staff.

(1) the analysis of the current situation of the construction of the teaching staff of Vocational Development Education in vocational colleges.

- ① The importance of the construction of professional curriculum teachers is not well understood.
- ② The structure of the teachers of professional courses is unreasonable.
- ③ The teaching staff of professional courses is not stable.
- ④ The professional course teaching staff is not professional.
- ⑤ Professional curriculum teachers lack of practical experience.



(2) suggestions on promoting the development of Vocational Development Education Teachers in vocational colleges.

- ① Fully recognize the importance of training professional development teachers.
- ② Comprehensive and systematic construction of Professional Development Teachers Teaching and Research Section.
- ③ The full-time teacher and the part-time teacher unify, raises the stable profession development teacher troop.
- ④ Strengthening the training of young teachers.

6. The train of thought of Developing Vocational Development Education to the students of vocational colleges

Problems existing in vocational college graduates; Vocational Development Education need to be solved urgently. As for the students themselves, they should mobilize their subjective initiative to make their own career development plans as early as possible; as for the schools, they should immediately change the traditional working methods and thinking of career development education, strive to explore new approaches in line with today; career development research.

(1) to carry out all-round vocational development education to enable students to establish a correct view of employment.

(2) to introduce a career development assessment system to enable graduates to have an objective understanding of themselves as early as possible.

(3) counseling and counseling, to help students to self-awareness and positioning.

(4) Carrying out the quality development training of vocational development education to enhance students of teamwork.

(5) establishing a social and market-oriented career development system

To sum up, vocational college students should be tailored according to their own circumstances, in line with their career development goals and employment goals, remember blind employment. Vocational colleges should establish a market-oriented service-oriented employment guidance system to provide graduates with more abundant employment information and employment resources, and to provide enterprises with versatile; high-level service-oriented and skilled talents, so that vocational school graduates to establish a good view of employment and career choice, a correct view and understanding of entrepreneurship, employment, enhance their competitiveness and self-confidence. The employment and business start-up service system serves the graduates. Good Vocational Development Education will enable the graduates to make clear their goals as early as possible. Only in this way can they better motivate themselves, further tap their own potential and realize their self-value, to become an outstanding professional skilled personnel, to serve the community.

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